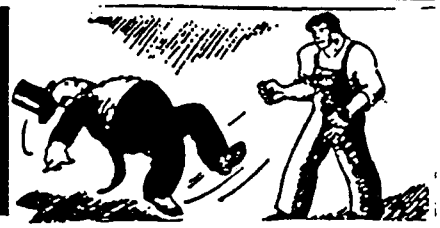
Brown Boxer



"USE THE UNION'S POWER"

A Response to Noel Massie

During the Christmas break many of us received a letter from UPS concerning our 8-hour job action on December 9, 1998. The letter signed by Noel Massie, or other Chicago-area District Managers, is another attempt by UPS to sow confusion and division in the ranks of our union. This letter is to respond to UPS's attack on our union and our right to strike.

Despite UPS's attempts to label our strike as illegal and irresponsible, the fact was that our strike was entirely legal and absolutely necessary to defend the integrity of our contract, that UPS has trampled on over the last year. Our right to strike was upheld by the U.S. District Court last Fall despite an incredibly expensive law suit that UPS ultimately lost.

Why Strike? While UPS seems totally bewildered by why our union called a strike against them. The real issue is why they didn't see it coming - the issues have been laid out clearly before them for the last six months. The union has 450 grievances over supervisors doing our work that UPS agreed to comply with but continues to violate every day. Ultimately our grievances have to backed up by real muscle or UPS would eventually tear-up our whole contract.

While Massie and other District Managers seem concerned about the consequences of strikes on UPS's customer base the fact is that the strikes in August, 1997 and December, 1998 were provoked by UPS! Their "last, best, final offer" in the summer of 1997 would have stolen our pension, forced us all into HMO's, sub-contracted out thousands of full-time jobs and created no new full-time jobs. Clearly our 1997 strike stopped this nightmare from being imposed on us and we won the best contract we've had in twenty years. The recent job action was to protect what we had won.

UPS say that it is possible to be a good UPSer and a good Teamster at the same time. The real question is who is protecting the interests of the workers at UPS? Not UPS management! UPS have assaulted and fired our stewards. They unilaterally "nullified" the full-time jobs provisions of our contract despite making record profits this year. What will they nullify next? Clearly, protecting their business means boosting their profits at the expense of our contract.

It is only by building a strong, active union that we can protect ourselves and our families.

In Solidarity,
The Brown Boxer

Brown Boxer

Use the Union's Power!

written & distributed by concerned members of Teamsters 705 at UPS April 1999

A Message to Jim Kelly from the *Brown Boxer*

Kelly says that "Our greatest resource is our people." Well... How well are we doing?

Over the last few weeks many of us who work at Chicago area UPS Hubs have been asked to watch a video of Jim Kelly, Chief Executive Officer (CEO) of UPS, review the last business year and prospects for the coming year.

Kelly spoke in glowing terms of 1998 being the best year in the history of the company: record profits of $1.7 billion, as well as, expanded ground, air and international operations. 1999 promises to even be a better year.

But, where do we, the 185,000 members of Teamsters' union fit into this picture? ***Apparently nowhere!*** There is no mention of the issues crucial to us: full-time jobs, job security, a safe workplace and ending petty harassment on the job.

Here's our message Jim:

- **Honor our Teamster contracts by creating 2,000 full-time inside jobs now!**
- **Stop the drain of full-time work to part-timers.**
- **End the harassment of union stewards.**
- **Stop the Corporate attack on OSHA.**
- **No backroom deals with Hoffa!**

Meet our boss who gets $690 an hour

and tried to steal our health care & pension!

James Kelly, the CEO, of UPS in 1997 received a salary of $717,500 plus a bonus of $182,260.

If Kelly worked a 20-hour week his hourly wage would be $690 an hour and for a 40-hour it would be $345 an hour!

This is the same man who opposed raising the wage for part-timers from $8.00 to $8.50 an hour, and wanted to steal the full-timers healthcare and pension in 1997.

Don't turn your back on this man he'll steal your pension, health care and full-time job if you're not looking.

Vote No on Bonus!

Package car drivers at various centers in Chicago will get the opportunity to vote "yes" to retain the present incentive (bonus) plan or vote "no" to throw it out.

The Brown Boxer encourages all it's readers who have the opportunity to ***"Vote No!"*** The bonus program is a divide and conquer plan divised by management.

The only incentive in the incentive plan is to:

- Work off the clock.
- Work through your lunch.
- Lift over seventies by yourself.
- Pad your stops.
- Compete against your fellow worker.
- Get you disciplined or fired.

There's no incentive in the incentive plan for us!

Report on the March membership meeting

Elected Stewards Bylaws Voted Down

The March membership meeting of Teamsters 705 voted down three proposed bylaws changes for elected stewards.

Despite the defeat there were several important developments with the issue of elected stewards that made the March meeting different from previous years.

After years of empty posturing by the Hoffa forces on the issue of elected stewards, the issue was taken out of their hands by members of the Teamsters for Democratic Union (TDU) and supporters of the *Brown Boxer.*

The TDU and *Brown Boxer* proposals were the best proposals put forward. Suspended Secretary-Treasurer Gerald Zero even said on the floor of the meeting that he thoought the *Brown Boxer* proposal was the best one!

While the executive board called for a no vote on the proposals at the March meeting, it tentatively committed itself to a series of bylaws changes for next year, which include elected stewards.

How many Teamsters does it take to lift a General President?

Hoffa certified as General President

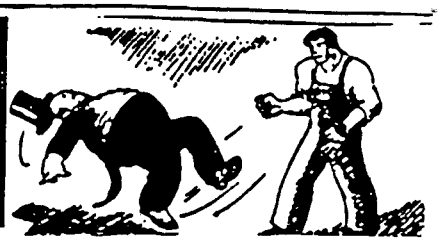
As many people know by now Hoffa, Jr. has been certified as General President of the Teamsters.

His appointment of Dick Heck,as Parcel Director, and other pro-company hacks clearly demonstrates that he wants to take us back to the "bad old days."

Hoffa is planning an inauguration ceremony in Chicag. We should be prepared to demonstrate our opposition to his policies.

No concessions!
No backroom deals!

Brown Boxer



"USE THE UNION'S POWER"

Airborne Strike Alert!

Airborne Express, represented by Teamsters 705, has voted overwhelmingly to strike if their company does not meet our demands for better wages, benefits and working conditions.

If our Airborne brothers and sisters strike, they deserve our support. They supported us during our strike in 1997. Here is what we can do:

1.) Do not cross 705/Airborne picketlines! If you come to a picketline - stop and speak to the authorized union representative and then call you package center.

2.) Do not handle struck goods! If 705/Airborne members strike, we do not have to pick-up goods that are normally shipped by Airborne Express.

All 705/UPS members are protected in these areas by our contract in Article 9. "Protection of Rights."

Remember: It's our solidarity vs. the bosses!

In Solidarity,
The Brown Boxer

Brown Boxer

Use the Union's Power!

written & distributed by concerned members of Teamsters 705 and 710 at UPS 05/21/2000

"We want thousands of full-time jobs at UPS!"

The full-time jobs have finally started to come through at UPS.

Despite UPS' attempt to make our victory as painful as possible, we are finally getting the jobs we won through great sacrifice during the strike of 1997.

While there are many issues that have arisen out of the creation of full-time jobs that need to be worked out, this should not cloud the fact that we have won a great victory.

We need to build upon this victory.

The 600 full-time jobs that the company is required to create during the life time of the contract is only the **minimum** number of jobs to be created. We want thousands of full-time inside and combination jobs at UPS.

To do this, we need a full-time jobs campaign across 705/UPS. The Jefferson Hub has gotten the most jobs so far because there has been an on-going grievance campaign for full-time jobs there.

It can happen at other hubs only if the stewards and activists organize and fight for the thousands of jobs our 705/UPS part-timers deserve.

What our union needs right now to fight UPS

1.) All UPS stewards who are not performing their duties in the interest of the membership should be removed as stewards.

2.) We need to start steward elections at all UPS hubs, so that stewards are accountable to the members.

3.) We need a Stewards Council with an elected Chief Steward, to coordinate the fight against UPS.

4.) A Stewards Council should be created in each 705/UPS hub to coordinate the fight at each hub.

5.) A UPS organizing committee, made up of stewards, should be create to start a real campaign for more full-time jobs at UPS.

Labor donated ***Please copy and distribute***

In defense of Zero's actions at UPS

As people know by now Federal Judge Milton Schader has issued a temporary restraining order (TRO) against Teamsters 705.

The TRO will put MCCormick, Jackson, Benesch and Pocztowski back to work at Business Agents for twenty day until there is a formal hearing. This is a setback for the moment for those us at 705/UPS who are tired of their do-nothing leadership.

The Brown Boxer wants to reiterate that we supported Secretary-Treasurer Gerry Zero's firing of McCormick, Jackson, Benesch and Pocztowski.

They have not only proved themselves to be *unable* to deal with all our problems, they have actively **sabotaged** making our union stronger at UPS.

Here is a list of the things they have sabotaged over the last four months:

1.) A bylaws amendment for a Stewards Council.
2.) A bylaws amendment for a permanent strike fund.
3.) An organizing model at UPS that would involve more members in fighting the company.

If you felt that Zero's actions were too drastic ask yourself the following questions:

1.) Do feel that we are a stronger union at UPS now than three years ago?
2.) Do you feel that the fight for full-time jobs has been a top priority for McCormick, Jackson, Benesch and Pocztowski?
3.) Do you feel with their leadership we would have been in a stronger position a year from now?

If your answer is **NO** to all of these questions then you feel the way we do.

We supported Zero's actions, now we have to work around them for twenty days to rebuild a our union from the bottom up at UPS.

Coming Soon!
The *Brown Boxer* 705 election edition

All the announced, prospective or just plain silly candidates will be examined in our special summer edition.

If you have trouble receiving the Brown Boxer send us an e-mail at our address below and we send you a copy at yours.

This issue of the ***Brown Boxer*** was written, edited and distributed by Joe Allen, Dave Healy, Donny Schraffenberger and Dennis Kossuth. Send us questions, comments or articles for the next issue at our e-mail address: Boxer705@AOL.com.

Brown Boxer

Use the Union's Power!

written & distributed by concerned members of Teamsters 705 and 710 at UPS 03/2000

Your Vote Will Make a Difference!

Vote for a stewards' council and a permanent strike fund

March 19 10:00 a.m. 300 S. Ashland

The March membership will be an historic occasion for the members of Teamsters 705. For thirty years rank and file reformers have been fighting to give more power to the membership. This Sunday we will have the opportunity to vote for fundamental changes in the constitution of our local union. Each and every one of your votes will make a difference! There are several proposals that are going to be voted on.

The Brown Boxer is calling for a _No_ vote on the proposal #1 and a _Yes_ vote on proposals #2 and #3.

Proposal #1 was submitted by the executive board of the local union and President John McCormick. While their proposal calls for elected stewards, it says that they can be removed for "not supporting union policy," and it would double the initiation fee of part-timers (mostly UPS) to $100. This proposals are unacceptable and should be voted down.

Proposals #2 and #3 were submitted by Secretary-Treasurer Gerry Zero. The Proposal #2 is a self-governing Stewards Council and proposal #3 is a permanent strike fund. There are several reasons we need these amendments passed. A Stewards Council would allow us to build the type of stewards network needed to fight the bosses and organize the membership for the next big contract fights. To support our upcoming battles it will be necessary to have a strike fund with a permanent assessment. A war-chest that can support the members of 705 from the smallest moving company to the 11,000 members at UPS is now indispensible.

Vote No on Proposal #1 ☒
Vote Yes on Proposal #2 ☑
Vote Yes on Proposal #3 ☑

If you think things aren't working, you're right!
Vote for a stewards' council.

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Vote Yes on Proposals #2 and #3

Proposal #2

Stewards Council
Section 12, new paragraph (B)

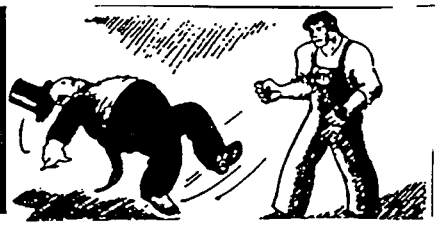
A Stewards Council consisting of all stewards in the local union shall meet at least semi-monthly. The meeting schedule and agenda will be coordianated by a Chief Steward elected by the Council in consultation with the Principal Officer. The Principal Officer (or a designee) will attend all meetings. The Council shall be self-governing within the bylaws and may research educational programs, set up subcommittees, make recommendations to the Principal Officer and executive Board and disceuss grievances, contract problems or personel. The Council shall prepare rules governing the process by which stewards are elected and submit rules for Executive Board approval. The Council shall not have the authority to enter into any contracts which bind the local union.

Proposal #3

Strike Fund
Section 18, new subparagragh (G)

A permanent strike fund consisting of $2.00 per month special assessment per member shall be voted on by the entire membership and require a simple majority within 90 days of the approval of this Article. This fund shall only be used for strike benefits and strike related expenses incurred in connection with Teamsters Local 705 strikes, lockouts or organizing strikes. Any questions about expending such funds shall be decided by the Executive Board. Records and expenditures shall be read at every General Membership meeting and be available for members' examination at Local 705 Offices. The Strike Fund can be terminated or changed only through these bylaws and their rules.

Brown Boxer



"USE THE UNION'S POWER"

The Time to Fight is Now!

STOP SUPERVISORS FROM STEALING OUR WORK!

Teamster's Joint Council 25, under the pressure of the Teamster election, gave us authorization to strike UPS in Chicago. This is a good step, and should put the company on notice that we won't sit by and allow our contract to be torn up by them. The time to fight is now. It's peak season. This increases our leverage against the company. We have to stop supervisors from stealing our work. Chicago is vital to their daily operations. Over 10% of UPS's ground volume comes through Chicago every day. A strike here would be crippling. But it has to be a Chicago area strike, and we need to stay out until we've won all of our demands. **SUPPORT OUR UNION IN OUR FIGHT AGAINST UPS!**

What Kind of Strike Do We Need?

Last year we made a lot of gains by standing up to the company. But if there is another strike we need to do some things a little better. Strike pay has to be organized to meet the needs of our members. There has to be an elected Rank & File Strike committee to coordinate activity and we should not return to work until the membership has voted on any proposed settlement. OUR RESOLUTION: 500 full-time Jobs NOW!

"Stupid"visors Quotes:

" Hey, I look out for my guys, don't I?"

Supervisor was speaking as boxes were piling up three feet high.

"I don't see what you guys are complaining about, I would love to be an hourly again."

"We don't promote people in the air department based on seniority, we do it based on ambition"

PACKAGE ATTACK!

We all thought our jobs were safe, right? Well, UPS has gone on the offensive against us, why? Full-time drivers are some of their highest paid workers. UPS in their "Last, Best and Final" offer, before the strike, wanted package car drivers working weekends as a fifth day at straight time pay, and the right to use part time employees to deliver "time sensitive" packages. Imagine if walkers did our air, part timers delivered our "Guaranteed Ground" and we worked Tuesday through Saturday at straight time – We would be lucky to get forty hours a week. We have stopped ground deliveries and staggered start times. THEY STILL WANT THESE THINGS! The company wants to eliminate well-paid employees like us. How are they attacking us? :

Helpers--

Two helpers equals one driver, don't use helpers.

Firing drivers for stealing time, padding stops and not working as directed--

They will go as far as to follow some drivers to see if they are padding stops or stealing time. So use the methods, make attempts on everything and never refuse to work as directed unless you feel that your safety is at risk.

They are making drivers pay for bad checks and packages left without a signature. --

Always follow instructions on COD tags. Never "doorknob" packages.

Not creating full-time jobs. --

Whether it is more drivers or inside workers it is critical to package drivers that these jobs are created. Full-time jobs means more money in the pension fund. This means that feeder drivers can retire and more of package car drivers can go to feeder sooner.

THIS FIGHT IS FOR ALL OF US!

Brown Boxer

Use the Union's Power!

Written and distributed by members of Teamsters 705 & 710 at UPS

Vote Yes!

SEND IN YOUR BALLOT BY JUNE 30

By now all members of Teamsters 705 - UPS, Freight, Cartage, Movers, Tankers and Cartage - will have received their ballot to vote on the proposed special strike fund assessment of $5 per month for each member for the next two years.

While we believe that the letter from the Teamsters 705 executive board outlines very well the issues behind the need for a special assessment, we wanted to highlight a few points concerning the strike fund for us at UPS.

In 1997 we won an important but difficult strike at UPS. We prevented UPS from stealing our pension fund, having unlimited subcontracting of feeder work and not creating any full-time jobs out of part-time positions.

Though we defeated the company they still want these things and many UPS managers talk openly about breaking the union during the next contract fight.

We are going to be facing a very serious situation two years from now when our 705/UPS contract comes up for renegotiation. There is no better way to send a strong message to UPS than to return an overwhelming **YES** vote on the strike fund assessment.

Our future depends on having a strong union with a well funded strike fund for all members.

"Our ultimate goal is to get rid of the union"

- Noel Massie, Metro Package Division Manager.

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Brown Boxer

Use the Union's Power!

written and distributed by the concerned members of Teamsters 705 at UPS February 1999

Can we wait until next year?

We Need Elected Stewards Now!

Supporters of Passo and Hoffa are promising a trusteeship of 705 and ending our right to vote for top officers.

We are at a crucial turning point in the history of the Teamsters' Union: Hoffa is about to be sworn in as General President and most long time reformers expect him to lead an attack on our right to vote for our top officers. While the bosses - from UPS through Freight - expect major contract concessions from Hoffa.

This creates an even greater urgency for us in Teamsters 705 to vote through a bylaws change at our March meeting. We should have the right to vote for our stewards. **Here are the arguments why:**

Union Democracy: The most basic democratic right of any union member is the right to elect their shop steward. During the long years of mobster rule in the Teamsters from Hoffa to McCarthy, the old-guard leaders created one of the most undemocratic union structures in the labor movement. One of the worst symbols of this is that stewards are not elected but appointed by local principal officers. We need to have elected stewards in local 705 in order to wipe away the legacy of the old guard and to have 705 be in the forefront of the reform movement.

Accountability: Who is in a better position to judge whether a shop steward is doing a good job representing the members in a workplace than the people who elect them? A shop steward's position should not be a job for life or the product of a being popular person on the job. A steward's job is to enforce the contract and labor law on the job every day. Stewards who does not do their job should be removed by the people they represent and replaced by someone who will do the job.

We can't wait until next year: This will only give Hoffa and the bosses more time to organize against us. We need more democracy in our union to fight the bosses and Hoffa more effectively. Vote for the ***Brown Boxer*** elected stewards proposal printed on the back page.

Vote for elected stewards
Sunday March 21 10:00 a.m.
300 S. Ashland. 705 Auditorium

Restoring Teamster Power?

Let's show Hoffa we want to fight!

Hoffa's Chicago Presidential reception is on Sunday, March 7, 11:00 a.m. at the Rosemont Convention Center.
Let's ask him what he plans to do to:

- Full-time jobs at UPS.
- Fighting for a real contract at Anheuser-Busch.
- Defending our right to vote for our top officers.

The Brown Boxer stewards proposal

Section 13: Business Agents and Stewards
(A) Business Agents (delete) "and stewards" shall be appointed by principal executive officer except that four (4) Business Agents shall be elected.

(B) (Add) Stewards and/or alternate stewards are not officers or agents of the Local Union. Stewards and/or alternate stewards shall be elected by members in good standing they represent as determined by the Executive Board. Each candidate for steward and/or alternate steward shall be a member in good standing at the time of the election. Each steward and/or alternate steward shall be elected for a three-year term. Upon good cause shown the members in a particular workplace may petition the Executive Board to remove or add a steward and or alternate steward and call for an election. The steward and/or alternate steward shall have such duties as the Executive Board or the Secretary-Treasurer may assign to them.

Add (B) change to (C) Warden and Conductor.

Our New IBT Parcel Division Director: *Meet Dick Heck*

In a sign of things to come, Hoffa has appointed Dick Heck, secretary-treasurer of Minneapolis Local 638, to be the new IBT Parcel Director, the man responsible for contract enforcement at UPS. Heck scabbed on the 1994 one-day national safety strike and didn't want to strike in the summer of 1997. UPS should be happy with Heck's appointment!

Brown Boxer

Use the Union's Power!

written & distributed by concerned members of Teamsters 705 and 710 at UPS 04/25/2000

Zero fires 4 UPS BAs

Now is the time for shop-floor power!

Teamsters 705 Secretary-Treasurer Gerry Zero fired four 705/UPS Business Agents on April 17.

John McCormick, Bennie Jackson, Ed Benesch and Steve Pocztowski have all been removed from their duties at UPS. They have not only proved themselves to be *unable* to deal with all our problems, they have actively **sabotaged** making our union stronger at UPS. (*See Hall of Shame on back page.*)

Here is a list of the things they have sabotaged over the last four months:

1.) A bylaws amendment for a Stewards Council.
2.) A bylaws amendment for a permanent strike fund.
3.) An organizing model at UPS that would involve more members in fighting the company.

If you feel that Zero's actions are too drastic ask yourself the following questions:

1.) Do you feel that we are a stronger union at UPS now than three years ago?
2.) Do you feel that the fight for full-time jobs has been a top priority for McCormick, Jackson, Benesch and Pocztowski?
3.) Do you feel with their leadership we would be in a stronger position a year from now?

If your answer is **NO** to these questions then you feel the way we do.

We support Zero's actions but they are not enough. Now we have to rebuild our union from the bottom up at UPS. (*See side column for our proposals.*)

What our union needs right now to fight UPS

1.) All UPS stewards who are not performing their duties in the interest of the membership should be fired immediately.

2.) We need to start steward elections at all UPS hubs, so that stewards are accountable to the members.

3.) We need a Stewards Council with an elected Chief Steward to coordinate the fight against UPS.

4.) A stewards council should be created in each 705/UPS hub to coordinate the fight at each hub.

5.) A UPS organizing committee, made up of stewards, should be created to start a real campaign for more full-time jobs at UPS.

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The full-time jobs deal: What we think

The deal reached by Teamsters 705 and UPS to settle the arbitration has raised many concerns and worries.

What does the ***Brown Boxer*** think about the deal? We say that it is an important step forward but there are certainly weaknesses to it.

It's a good thing that many of our members who have been waiting for so long will finally get the jobs and back pay that they have been waiting for over two and a half years to get.

UPS clearly sees this as a victory for us and a defeat for them and this is certainly true.

However, there are weaknesses. Among them are the focus on creating combination jobs, differing wage scales and building seniority for job bids. The weakness of the jobs deal is, and this is important to understand, the weakness of our 705/UPS contract and the national arbitration which defined the outlines of our settlement.

The four former UPS BAs, McCormick, Jackson, Benesch and Pocztowski, are actively trashing the deal, but they would have gotten the same deal! It is their contract—look on the back page of it for their names!

What we need to do now is begin a real grievance campaign for full-time jobs across 705/UPS. The 600 full-time jobs in our contract is the minimum number to be created—we should be fighting for thousands.

Why are stewards being removed at UPS?

During the last few weeks, stewards at UPS have been removed from their positions by Secretary-Treasurer Gerry Zero. Why?

There are far too many stewards at UPS, who were recommended by McCormick, Benesch, Jackson and Pocztowski, and appointed stewards have failed to perform their jobs in the interests of the membership.

The stewards who have been removed *don't* attend stewards meetings, *don't* attend educational meetings and *don't* attend membership meetings.

We have a lot of deadwood at UPS that has to be gotten rid of.

Stewards have to be accountable to members and held to the highest standards. The only real way to do that is with stewards elections so the members to decide who is fit or not to represent them.

Hall of Shame

John McCormick, President of 705, ex-reformer, attempted a coup in January 2000 to take over the union. It failed. When called a racist, sexist and homophobe by Gerry Zero at the February stewards meeting he did not deny it!

Bennie Jackson, Recording-Secretary of 705, ex-reformer, broke his pledge to support bylaws changes for the election of stewards. Supported McCormick's attempted coup. When accussed of putting his family members on the payroll of UPS in preferred jobs ahead of seniority employees, he did not deny it!

Ed Benesch, Vice-President of 705, never a reformer, supported McCormick's attempted coup. Benesch went on vacation during one week of the strike against UPS in 1997! When accused of being a racist at the February stewards meeting, he did not deny it!

Steve Pocztowski, trustee of 705, never a reformer, supported McCormick's attempted coup. On the third day of the UPS strike in 1997, he wanted to "throw in the towel."

This issue of the ***Brown Boxer*** was written, edited and distributed by Joe Allen, Dave Healy , Donny Schraffenberger and Dennis Kossuth. Send us questions, comments or articles for the next issue at our e-mail address: Boxer705@AOL.com.

Brown Boxer

Use the Union's Power!

written & distributed by concerned members of Teamsters 705 and 710 at UPS 04/2000

The truth about what's happening in 705. Part 1.

John McCormick & Bennie Jackson
THE END OF TWO REFORMERS

John McCormick and Bennie Jackson's political careers as Teamster reformers came to an end on Sunday, March 19, when they, with the assistance of the Hoffa forces lead by Mike Giovannetti, narrowly defeated two crucial bylaw reforms— a Stewards Council and a permanent strike fund.

McCormick and Jackson have served respectively as President and Recording-Secretary for the past five years. They have represented two different sections of the membership. McCormick was a long time feeder driver and Jackson was an equally long time inside hub worker at UPS/Jefferson. However different their bases of support may have been they ended up in the same place marshalling enough votes to defeat Secretary-Treasurer Gerry Zero's proposals to give more power to the rank and file of this union.

A bylaw reform in our Local 705 constitution can only be passed by a 2/3's vote of the membership meeting. The bylaw reforms sponsored by Zero for a Stewards Council and permanent strike fund won 60% of the vote at the March 19 meeting, just 7% or 44 votes short of being passed.The March bylaws vote should be seen by all members as a dividing line between those who support real reform of our union and those who don't. You can't vote against the interests of the members and call yourself a real reformer.

McCormick and Jackson didn't even support their own bylaw reform package, which included elected stewards! Why have Jackson and McCormick reversed such lonstanding positions held by them and the reform movement? One can only believe that this is a testament to the corrupting influence of holding political office cut-off from the membership and earning fat salaries: McCormick ($92,000 per year) and Jackson ($82,000 per year).

The big victors coming out of the bylaws meeting were the UPS bosses who look at our local union and seen no strike fund and no strong stewards' network at UPS to fight them. They can also take comfort in that half the executive board of 705 (McCormick, Jackson, Pocztowski ($74,000 per year) and Benesch ($85,000 per year) are actively sabotaging efforts to implement a new union structure at UPS to better represent the members (see reverse side).

The majority of the membership want reform to move forward in our union. We need in this crucial election year for Teamsters 705 to support those people who support us. (See reverse side for our Unity program.)

Please copy and distribute. Labor donated

What kind of unity do we need?

The split in the 705 leadership was initiated by McCormick, Jackson, Benesch and Pocztowski who filed completely ridiculous internal union charges against Gerry Zero after he returned to office in February of this year. ***This was after John McCormick signed a written agreement with Gerry Zero, witnessed by 1998 reform candidate Tom Leedham, to prevent a split in the reform leadership!*** (Copies of the Zero-McCormick agreement along with the charges filed against Zero and his response are available from the ***Brown Boxer***).

At this time its important for all of us to remember that Teamsters 705 belongs to its members and we have to have "unity" around the key issues for making this union more responsive to us. ***We will support those people who support our issues.*** Here are the key issues that the ***Brown Boxer*** believes we should fight for and build unity around at 705/UPS:

1.) We have to have elected union stewards.
2.) Creation of a 705 Stewards Council to advise the executive board on contract negotiations.
3.) A continuous full-time jobs campaign at UPS.
4.) No more deals that restrict our right to strike over contract enforcement.
5.) The creation of a rank-and-file organizing committee to begin a two year contract campaign for the 2002 Local 705 UPS contract.

The New Organizing Model at UPS

Why are the UPS BA's opposed to it?

At the March 19 membership meeting President John McCormick read a non-binding "resolution" from a majority of the executive board. The resolution attacks "part-time business agents" and equates them with Corporate America's strategy of a creating part-time, temporary work force. Most members present probably had no idea what McCormick was referring to in his resolution. However, it was his first public attack on the **Organizing Model** for union representation that Cach Union Rep. Dan Campbell is piloting there and is going to expand to the rest of 705/UPS facilities this year.

The ***Brown Boxer*** will have more to say on the Organizing Model in future issues, but it is important to make a few points here in defense of its motivation. The old business agent structure to represent the membership has shown itself to be completely incapable of addressing the glaring needs of organizing, educating and leading the members. There are thousands and thousands of part-time UPSers who have literally no contact with our union. The new Organizing Model is an attempt to put more power in the hands of rank-and-file members and stewards to organize the shopfloor and educate the membership. **It is an initiative well worth supporting.** Why are McCormick, Jackson, Benesch and Pocztowski opposed to it? The possible answer is that it gives more power to rank-and-file members and drastically reduces the need for $70,000 a year Business Agents. We will have more to say about this in the future.

This issue of the ***Brown Boxer*** was written, edited and distributed by Joe Allen, Dave Healy, Donny Schraffenberger and Dennis Kossuth. Send us questions, comments or articles for the next issue at our e-mail address: Boxer705@AOL.com.

Brown Boxer

Use the Union's Power!

written & distributed by concerned members of Teamsters 705 and 710 at UPS 03/2000

Your Vote Will Make a Difference!

Vote for a stewards' council and a permanent strike fund

March 19 10:00 a.m. 300 S. Ashland

The March membership will be an historic occasion for the members of Teamsters 705. For thirty years rank and file reformers have been fighting to give more power to the membership. This Sunday we will have the opportunity to vote for fundamental changes in the constitution of our local union. Each and every one of your votes will make a difference! There are several proposals that are going to be voted on.

***The Brown Boxer* is calling for a *No* vote on the proposal #1 and a *Yes* vote on proposals #2 and #3.**

Proposal #1 was submitted by the executive board of the local union and President John McCormick. While their proposal calls for elected stewards, it says that they can be removed for "not supporting union policy," and it would double the initiation fee of part-timers (mostly UPS) to $100. This proposals are unacceptable and should be voted down.

Proposals #2 and #3 were submitted by Secretary-Treasurer Gerry Zero. The Proposal #2 is a self-governing Stewards Council and proposal #3 is a permanent strike fund. There are several reasons we need these amendments passed. A Stewards Council would allow us to build the type of stewards network needed to fight the bosses and organize the membership for the next big contract fights. To support our upcoming battles it will be necessary to have a strike fund with a permanent assessment. A war-chest that can support the members of 705 from the smallest moving company to the 11,000 members at UPS is now indispensible.

Vote No on Proposal #1 ☒
Vote Yes on Proposal #2 ☑
Vote Yes on Proposal #3 ☑

If you think things aren't working, you're right!
Vote for a stewards' council.

Labor Donated

Vote Yes on Proposals #2 and #3

Proposal #2

Stewards Council
Section 12, new paragraph (B)

A Stewards Council consisting of all stewards in the local union shall meet at least semi-monthly. The meeting schedule and agenda will be coordianated by a Chief Steward elected by the Council in consultation with the Principal Officer. The Principal Officer (or a designee) will attend all meetings. The Council shall be self-governing within the bylaws and may research educational programs, set up subcommittees, make recommendations to the Principal Officer and executive Board and disceuss grievances, contract problems or personel. The Council shall prepare rules governing the process by which stewards are elected and submit rules for Executive Board approval. The Council shall not have the authority to enter into any contracts which bind the local union.

Proposal #3

Strike Fund
Section 18, new subparagragh (G)

A permanent strike fund consisting of $2.00 per month special assessment per member shall be voted on by the entire membership and require a simple majority within 90 days of the approval of this Article. This fund shall only be used for strike benefits and strike related expenses incurred in connection with Teamsters Local 705 strikes, lockouts or organizing strikes. Any questions about expending such funds shall be decided by the Executive Board. Records and expenditures shall be read at every General Membership meeting and be available for members' examination at Local 705 Offices. The Strike Fund can be terminated or changed only through these bylaws and their rules.

Brown Boxer

Use the Union's Power!

written and distributed by the concerned members of Teamsters 705 at UPS January 1999

Will Hoffa abolish our right to vote?

No Trusteeship of 705!

Passo says 705 will be put into trusteeship. Is the threat real?

Dane Passo and other Hoffa supporters in Local 705 are telling everybody that as soon as Hoffa is certified as General President of the Teamsters, he will put 705 into trusteeship. While, at the same time, members of the Hoffa camp are complaining that the election of top officers are too "divisive." Are they contemplating constitutional changes that would eliminate our right to vote for top officers?

Are these threats to Local 705 and our right to vote real or imaginary? We have to take them seriously.

Hoffa and Fitzsimmons regularly used trusteeships against local unions that opposed their policies, putting their do-nothing, pro-company hacks in power against the wishes of the membership. Are we ringing a false alarm on this issue? Look at Teamsters Local 714 for our possible future. Since the corrupt Hogan family has regained control of the local they are proposing to eliminate all the democratic and financial accountability reforms that were passed under the Carey trusteeship.

The only one (besides Hoffa's do-nothing hacks) who will benefit from a trusteeship are companies like UPS, who were caught supporting Hoffa during the election,and who want a complacent local union.

Defend our Local 705 from a trusteeship! Defend our right to vote!

How can we defend our local union? A bylaws change for elected stewards. *Now more than ever!*

One of the most important ways to defend 705 from the threats of Hoffa's supporters to trustee 705 is to further democratize our own local union.

We need to vote through bylaws changes in March to have elected stewards. We can't wait a year, that will only give Hoffa more time.

We have to put more power into the hands of the rank and file of the local union. This will give us more power to fight the bosses and any trusteeship threat.

Vote for elected stewards.
Sunday March 2110:00 a.m.
300 S. Ashland. 705 Auditorium

The Hoffa camp calls elections "divisive." Will Hoffa abolish our right to vote?

What "Stupid-visors" say:

"I'm not a contract violator."-

Noel Massie (said shortly before the December 9, 1998, unfair labor practice strike over 450 unresolved grievances.)

"I have a whole sort that doesn't do any work." -

Gary Landum (said shortly before his removal as day sort manager.)

"Just pour the glass onto the sort aisle. We've got to get moving here."

Jeff. St. Package Attack
Company wants your Air and Overtime!

The same company which encouraged package car drivers to cross the picket line last month is now going on an all-out attack on the drivers! How?

1.)Their sending numerous attendance letters for lates, absences and no calls.

So be on time. If you are unable to come to work make sure that you call as early as possible.

Attention Swing Drivers: If due to confusion over what route you are doing because you punch in late. Tell management to edit your punch-in-time because the DIAD will automatically charge you with a late!

2.) Taking Your Overtime! The company is gearing up to take a huge amount of your air deliveries and give it to part-time walkers.This is occurring in Mid-Loop and Far-West.

The company is planning on giving more if not all of your work to part-timers. They want to keep package car drivers to an 8-hour day, which mean a big cut in our income.

These are just 2 examples of how th company is expanding part-time work at the expense of full-time jobs.

Let your voice be heard!
Teamsters 705 membership meeting.
<u>Sunday Feb. 21 10:00 a.m.</u>
705 Auditorium
300 S. Ashland, Chicago, Il.

Brown Boxer

A rank and file newsletter written and produced by concerned members of 705 at UPS

WHY ARE WE ON STRIKE?

Over a year ago we walked the picket line to stand up to UPS's greed. The company was determined to not give in to the Union's demands of full-time jobs, higher wages and an end to subcontracting. They have refused to create the full-time jobs that we won in the strike, claiming that their volume is down. Well, their profits are up 28% to 1.01 Billion in the first three-quarters of this year. That's almost as much as they made *all year* in 1996. They've got the money. Supervisors are stealing our work every day in every hub all across the country, so the work is there. It is peak season and the company is vulnerable to any action against them. we have the power to make UPS give us what they agreed to. In their "Last, Best and Final offer" they wanted to turn package car jobs into part time jobs, get control of the pension fund and have unlimited subcontracting of feeder drivers work. We beat them, **but they still want these things.** If we can't fight for full-time jobs we can't defend existing full-time jobs. The fight is on. It's time to show them what fighting back is all about. We need to stay out until we've won proof that they will create the jobs.

Our resolution: 500 full time jobs NOW!

Brown Boxer

A Rank and File Newsletter written and distributed by concerned members of Local 705 at UPS

SPECIAL STRIKE BULLITIN!

STOP SUPERVISORS FROM STEALING OUR WORK!

The time to fight is now!

The 705 Leadership has gone to Teamsters Joint council 25 to ask for authorization for strike action against UPS. This is a good step. But we should not be fooled that they will authorize any action against UPS. The joint council is full of scabs and goons, like Frank Wsol, who makes over $400,000 a year as head of local 710. They've never given us authorization before and we shouldn't expect it now. We should strike UPS with or without their approval. Now is the time for an all out strike. The Federal Express pilots are taking a strike authorization vote to protest overtime and demand better pay. UPS says that they'll take any excess work that comes from Fed-Ex, but we won't scab on our brothers and sisters. This increases our leverage against UPS. Action now during peak season, will force the company to give in to our demands. Chicago is vital to their daily operations. 10% of UPS' ground volume comes through Chicago every day. A strike here would be crippling. But it has to be a Chicago area strike, and we need to stay out until we win our demands. A one-day strike will not win us what we need. The time to fight is now.

STRIKE TO WIN!

What kind of Strike do we need?

Last year we achieved a lot of gains by standing up to the company. But we also need to do some things a little better. Strike pay has to be organized to meet the needs of our members. There has to be an elected Rank & File Strike committee to coordinate activity, and we should not return to work until the membership has approved any proposed settlement.

OUR RESOLUTION

500 Full time Jobs NOW!

"Stupid"viors quotes:

"I love it when you guys go on strike, that's when I make all my money"

"I wish you guys would strike and get it over with"

"We don't promote people in the air department based on seniority, we do it based on ambition."

"Are you striking or what?"

Sound familiar? Call The Boxer at (312) 829-0962 with your quote.

Fed-Ex Pilots to take Strike vote!

The Pilots at Federal Express are taking a strike vote to protest forced overtime and demand higher wages. If they strike, it gives us better leverage for any job action we take against UPS. Fed-Ex is UPS's major competitor and strike action against them will mean that if we strike locally, we will cripple package delivery in Chicago. It will also give the Teamsters organizing drive of Fed-Ex drivers and in-house workers a badly needed shot in the arm. Fed-Ex workers are considered to be under the National Railway Labor Act, because Fed-Ex has been ruled an airline by the U.S. government. Under the NRLA you have to take one nationwide vote to organize a Union unlike shop by shop votes like most industries. We stand with our brothers and sisters at Fed-Ex because their fight is our fight.

Part-time and Full-time Unity!

Some full-timers say that issues of supervisors working and full time jobs are not their issues. Here are some facts why they are: If we can't stop UPS from stealing our work and force them to create full time jobs then no existing fulltime jobs are safe from UPS's attack. We know that last year UPS wanted in their last best final offer total control of the pension and to break up full-time driving jobs and unlimited subcontracting of feeder jobs. By creating more full time jobs we create a stronger pension fund. With 100 new full-time jobs 23 people can retire at $3000 a month.

Package Attack!

At one time being a package car driver seamed safe. Not anymore. They've fired a number of drivers throughout the district in the last couple of weeks. This is a war against some of the highest paid and most stable of our members. Management is coming after us for padding stops, stealing time and not working as directed. This is part UPS's strategy to tear up our contract. No one is safe without a strong Union.

Brown Boxer

Use the Union's Power!

written and distributed by the concerned members of Teamsters 705 at UPS March 1999

Support Rank and File Power in 705!

Vote for elected Stewards

Why we need elected stewards now!

1.) It's our union and we have the right to decide who represents us on the shop-floor.

2.) Elected stewards will be more accountable to the membership.

3.) It will strengthen the fight against the bosses.

4.) It will increase participation because we will have more say.

This will make <u>OUR</u> union stronger!

#3: The Brown Boxer stewards proposal

Section 13: Business Agents and Stewards
(A) Business Agents (delete) "and stewards" shall be appointed by principal executive officer except that four (4) Business Agents shall be elected.

(B) (Add) Stewards and/or alternate stewards are not officers or agents of the Local Union. Stewards and/or alternate stewards shall be elected by members in good standing they represent as determined by the Executive Board. Each candidate for steward and/or alternate steward shall be a member in good standing at the time of the election. Each steward and/or alternate steward shall be elected for a three-year term. Upon good cause shown the members in a particular workplace may petition the Executive Board to remove or add a steward and or alternate steward and call for an election. The steward and/or alternate steward shall have such duties as the Executive Board or the Secretary-Treasurer may assign to them.

Add (B) change to (C) Warden and Conductor.

Vote <u>Yes</u> on Proposals #1 & #3. Vote <u>No</u> on #2.

Proposal #1 is supported by 705 members of TDU. Vote <u>Yes!</u>
Proposal #2 is the phony Hoffa supported proposal. Vote <u>No!</u>
Proposal #3 is the *Brown Boxer* supported proposal. Vote <u>Yes!</u>